

The MDP was developed by the following in coordination with the Office of Human Resources:

Managers on the MDP Task Force

Evette Evans, Department of Public Libraries
Mike Knuppel, Department of Technology Services
Capt. Luther Reynolds, Department of Police
Neil Shorb, Montgomery County Fire and Rescue Service
Lillian Snyder, Department of Public Libraries
Coordinator: Doug Bliven, Office of Human Resources

Members of the County Leadership Council

Traci Anderson, Department of Health and Human Services
Carolyn Colvin, Director, Department of Health and Human Services
Ginny Gong, Director, Community Use of Public Facilities
Edgar Gonzalez, Department of Public Works and Transportation
Harriet Henderson, Director, Department of Public Libraries
Mike Knuppel, Department of Technology Services
Luann Korona, Department of Housing and Community Affairs
Capt. Darryl McSwain, Department of Police
Art Wallenstein, Director, Department of Correction and Rehabilitation

Ex officio members

Joseph Adler, Director, Office of Human Resources
Parker Hamilton, Assistant CAO, Offices of the County Executive

Coordinators: Doug Bliven and Karen Plucinski
Office of Human Resources

Additional information for PARTICIPANTS is available on the County web site at: "MDP Summary" and the "MDP Guidebook" with forms at www.montgomerycountymd.gov/content/ohr/ResourceLibrary/RLMain1.cfm?m=15&c=63 OR by contacting doug.bliven@montgomerycountymd.gov.

PARTICIPANTS

**Preparing
Tomorrow's
Leaders**

Montgomery County, Maryland
OFFICE OF HUMAN RESOURCES
MANAGER DEVELOPMENT PROGRAM (MDP)



THE ROLE OF PARTICIPANTS in the MANAGER DEVELOPMENT PROGRAM

- ✓ Having quality managers is essential to the continued ability of Montgomery County to provide exceptional services to County residents, businesses, and visitors.
- ✓ Achieving the Manager Development Program objective of enhancing the leadership competencies of potential County managers will be accomplished by participants willing to make a serious commitment to achieve this objective.

"Preparing Tomorrow's Leaders"

The Manager Development Program (MDP) is an 18-month centralized program to develop the leadership competencies of potential County managers.

Being A Participant . . .

Participant Eligibility

- ✓ Have merit status in positions at grade 23 or higher;
- ✓ Have departmental endorsement based on leadership potential; and
- ✓ Have a summary rating of "Successful" or better for the last rating period.

Participant Benefits

- ✓ Recognized as a potential County manager;
- ✓ Have a mentor throughout your MDP program;
- ✓ Receive personalized leadership training and experimental opportunities;
- ✓ Enhanced occupational mobility for other County positions; and
- ✓ Guaranteed an interview if highly qualified for a vacant position. (This does not apply to uniformed public safety positions)

Participant Timeframes and Process

- 7/01/05 MDP candidates submit self-nominations to departments.
- 7/20/05 Departments endorse specific candidate nominations.
- 8/12/05 Leadership Council selects and notifies participants and departments.
- 9/05/05 The 18-month MDP process commences:
 - Participants find a mentor and jointly complete the *Mentoring Agreement*;
 - Mentor and participant attend training on career development and jointly complete the participant's *Individual Leadership Development Plan* (ILDP);
 - Formal training is completed within the initial 12-months, and
 - Varied job assignments are completed during the final 6-months;
 - Assessments of the participant's MDP assignments are prepared;
 - Participants are certified as MDP graduates upon completion of their ILDPs;
 - MDP graduates will be considered for vacant County positions.